Welcome AETC/IG
CMSgt Wyatt

162nd Military Equal Opportunity

162nd Fighter Winy

Military Equal Opportunity Office

The MEO Staff

- Lt Col Art Cleaver
  - Chief, Military Equal Opportun
- Capt Sandy Wilson
  - MEO Officer / DAACO
- MSgt Menelik Bakari
  - NCOIC / Drug and Alcohol Abuse Control NCO
- SSgt Allen Quinton
  - Drug Testing Program Administrative Manager

Military Equal Opportunity

Brig Gen Ronald Shoopman
162 FW /CC

Lt Col Arthur Cleaver
Director, Military Equal Opportunity

Capt Sandy Wilson
Military Equal Opportunity Officer
Drug & Alcohol Abuse Control Officer

MSgt Menelik Bakari
Military Equal Opportunity NCO
Drug & Alcohol Abuse NCO

SSgt Allen Quinton
Military Equal Opportunity NCO
Drug Testing Program Administraive Monitor

Lt Col Art Cleaver

Director, Military Equal Opportunity

- 25 Years of service (USAF/USAFR/ANG)
- BS Psychology & MBA
- DEOMI Graduate
- Technician Assistance Program Coordinator
- Trained Counselor & Mediator
- AZANG Diversity Advisory Committee Member
- AF Academy & ROTC Admissions Liaison Officer

Capt Sandy Wilson
MEO Officer / DAACO

- 19 Years Service (USAF/USAFR/ANG)
- MS Human Resources Management
- DEOMI Graduate
- Trained Diversity Facilitator
- Detective with Tucson Police Department

MSgt Menelik Bakari
NCOIC / DAAC NCO

- 22 Years of service
- MA in Education
- 15 years Social Actions / MEO experience
- Teacher / Assistant Principal
- Extensive community involvement in diversity education

SSgt Allen Quinton

Drug Testing Program Admin

Mgt

- 12 Years of Service
- 80 College Credits in Physics
- 60 College Credits in Management Information Systems
- Full-time Employee of Joint Counter Narcotics Task Force/ Intelligence

Military Equal Opportunity

Mission Statement

- "To assist Commanders at all levels in improving mission effectiveness by conducting programs for Equal Opportunity and Treatment, Sexual Harassment Prevention, Human Relations Education, and Substance Abuse Control within the Wing."

Programs

- Training
- Equal Opportunity and Treatment
- Substance Abuse Control
- Unit Climate Assessments
- Complaints Resolution Process
- Alternative Dispute Resolution Process

Training

- Human Relations Education
- Drug and Alcohol Awareness
- Newcomer’s Orientation
- Diversity Initiative

Equal Opportunity & Treatment

- Complaints Resolution Process
- Alternative Dispute Resolution Process
- Affirmative Actions Program
- Unit Climate Assessment
- Human Relations Council

Substance Abuse Control

- Drug Testing Process
  - Urinalysis Testing
  - Blood Alcohol Testing
- Alcohol Abuse Referral System
- DAAC (Drug Alcohol Abuse Control)
  - TAGRA
  - Awareness Programs/El Tigre Articles
- Climate Assessment

Unit Climate Assessments

- Tool for Commander's
- Can be individually tailored
- Scheduled or at Commander's request
- Identifies trends & areas of concern
- Key personnel brief

Goals

- Create a drug free environment
- Aggressive climate assessment schedule
- Maintain a reprisal free environment
- Resolve complaints quickly & at lowest level
- Increased visibility of MEO programs
- Increased cultural awareness

Our Successes

- CARENET
- MEO web page
- Self improvement library
- Human relations education
- Promoting cultural awareness
- Aggressive climate assessment program

CARENET

- A unique program to the 162FW
- Inspired & created by Lt Col Cleaver/TAP Coordinator & the Chaplains Office
- Enables & guides members to helping agencies/ unit members
- Prevents “the run around”
- Widely publicized and used
- An A.F. “Best Practice”

MEO Intranet Web Page

- Improves mission effectiveness
- Enhances program visibility
- Displays demographic data
- Stimulates cultural awareness
- Facilitates the diversity initiative

Self Improvement Library

- Books, audio and video tapes available for check-out
- Over 900 books and tapes on hand
- Contemporary materials
- Computerized listing for easy access & resource tracking

Human Relations Education

- Exceeds minimum requirements
  - Training yearly as opposed to once every 4 years
- State of the art concepts/approach
- Changed yearly to peak member's interests and participation
- Customized for each instructor

Promoting Cultural Awareness

- “El Tigre” newspaper articles
- Special Observances coordinated with Dining Facility
- Static stands & video displays
- Posters, banners and marquee advertising
- Intranet topics of interest

Thank you for your time.

- Welcome to the 162nd FW MEO!
- Please ask if there is anything we can do to make your stay more productive or pleasant.